

# SHOP TALK

2nd Quarter 2008 - Schuck & Sons Construction, a proud employee-owned company - [www.schuckaz.com](http://www.schuckaz.com)

## From the President's Desk



Craig Steele  
President, CEO

As we move closer to the summer months our starts have improved slightly.

This is more likely a seasonal adjustment rather than a recovery. The US economy has a way to go before we can rely on any real expansion. As I have expressed in earlier newsletters I believe 2008 will be a trying year for the homebuilding industry.

With the dramatic decline in the housing market, the financial markets have had their own problems with defaults on loans and foreclosures at levels not seen before. This crisis will surely extend any recovery period as the foreclosures become inventory that has to be worked through. With this financial crisis come tightening credit policies and the pull back by many of the major banks from commercial lending

entirely. As most of you know, we have had a long standing 40 year relationship with Valley Bank (which became Bank One and then merged with JP Morgan Chase). This relationship has changed over the years from one of partnership during the good and bad times to one where we have become a very small portfolio in a trillion dollar financial institution. This removed the personal nature of banking and made it purely policy driven. In an effort to restructure some of our long term debt, we presented Chase a plan that would ease some of the pressure we expect in the next couple of years and help us through this economic down turn. They declined our proposal, so we approached several other financial institutions that had been soliciting our business for many years. I am happy to say that Johnson Bank has stepped up and provided us with a credit facility that will help us weather the housing recession.

Johnson Bank ([www.johnsonbank.com](http://www.johnsonbank.com)) is a privately held bank headquartered in Racine, Wisconsin with branches

in Arizona. Fortune magazine lists them on the 2008 "100 Best Companies to Work For". Johnson Financial Group is a \$5 billion financial services company that is owned by S C Johnson Company ([www.scjohnson.com](http://www.scjohnson.com)). S C Johnson is a 122 year old company that operates world wide. We are excited about this change and the relationship that has already begun to develop.

They are committed to a long term relationship, as are we. Their mission and values mirror our own so the transition should be seamless. It is nice to find a lending partner that we are philosophically aligned with.

## what's inside...

- Page 2 Finance, Operations
- Page 3 Trip Reduction, Schuck Softball, Dewey
- Page 4 Schuck Survey
- Page 5 Estimating, Board Member Benefits
- Page 6 Quality Assurance, Lumber Yard
- Page 7 Stucco Softball, Fishing, Tucson News, Stucco News
- Page 8 Employee Profiles



## Board of Directors

### Schuck & Sons Construction Co., Inc.

#### Chairman:

Craig Steele - Schuck & Sons - President

#### Board Members

Tony Carollo - Syntellect Retired  
Keith Matheney - Louisiana Pacific Retired  
Steve McDonnell - Solano Ventures  
Julie Pace - Ballard Spohr - Attorney at Law

#### Board Members Emeritus

Jackye Schuck-Powell - Schuck & Sons Retired  
Jim Liem - Schuck & Sons Retired

## Operations News

You've all heard or read the news, whether nationally, locally, or in this newsletter: Housing construction is in a slump. "Experts" predict recovery anytime from six to eighteen months. No one really knows because recovery depends on so many economic factors. The only thing we can be sure of is that our business will recover. Metropolitan Phoenix, and all of Arizona, is among the most desirable places to live in the nation. There are still over 100,000 people moving here every year.

Unfortunately, we've had to make cuts in all areas and will certainly reduce further to meet the business demand. These are difficult times for our company and difficult choices are necessary. Rest assured that the decisions made are for the best future of Schuck and Sons.

Too often, the comment heard lately is "It is what it is". I think this is a position of resignation and acceptance. Of course, there are some things that can't be changed. However, with effort and determination, we can shape our future. I prefer the position: "It will be what we make it". We are no longer in the "boom" market that we enjoyed for several years, but we can still be profitable. We have to adapt to the current situation. When home sales improve, we will be well positioned to thrive again. All of us should act as if we are owners of the company; after all, we are.

*Frank Serpa  
VP Operations*

## Dance of the Forklifts

I have seen a forklift moving huge trusses so gracefully I expected to hear a symphony. One day I saw an operation I had never seen before and I was amazed and impressed. One of our customer service vans broke down and was hauled back to the Glendale yard on one of our big flat-bed trucks. When it arrived, forklifts were positioned at each of the four wheels. Working in concert, they raised the van enough for the truck to drive forward. Then, they all lowered the van to the ground. It was done precisely and carefully so the van settled smoothly. I'm sure they've done this many times before so they were able to make it look easy.

The message I draw from this is: Working together increases our synergy and effectiveness. Working together we can accomplish whatever needs to be done. We are all on the same team with the same ultimate goals. If one of the forklifts had been out of sync or resisting the rhythm of the others, their success wouldn't have been smooth and they might have had a disaster. Working together, we do amazing things!

*Anita Gavin  
Administrative Asst.*

## From the Finance Corner:

The first quarter is always extremely busy in the accounting and finance world. We have a year-end external financial statement audit that our bank requires. This takes our external auditor, McGladrey & Pullen, approximately 2 months to complete and requires the cooperation and assistance of everyone in accounting and several people outside of accounting. As of the date of this article, we have our draft report in hand and will be reviewing it with our audit committee, which is made up of 3 of our board of directors, at the April board meeting.

Our external auditors may be gone, but they are not forgotten as we are still receiving questions via e-mail so they can complete their internal documentation.

As hard as it may seem to believe, there are some positives to come from this year's valuation and share release. First of all, because there were so fewer employees this year, we received many more shares than usual. In fact, over 3 times the number of shares we received for 2006. The other positive is that the company repurchase obligation costs will drop dramatically. 2008 is the 2<sup>nd</sup> year the company was obligated to repurchase shares from terminated employees. Due to the decline in stock price, this year's repurchase obligation will save the company one million dollars. This in turn will improve the financial performance of the company, which in turn helps increase our stock price. In addition, the repurchase of these shares gets re-distributed to all of the active employees at 12/31/08. And because we will continue to receive more shares than we have been accustomed to, when the stock price does start to increase, our portfolio balance will rebound quickly also. It's pretty simple, if we tough out

the bad times, we will be rewarded during the good times.

*John Petrocelli  
Corporate Controller*

	<b>52 WEEK HIGH</b>	<b>12/31/07 PRICE</b>	<b>DECREASE</b>
DR HORTON	31.13	13.17	-57.69%
KB HOME	56.08	21.60	-61.48%
LENNAR	56.54	17.89	-68.36%
MDC HOLDINGS	96.67	37.13	-61.59%
MERITAGE	47.73	14.57	-69.47%
PULTE	35.56	10.54	-70.36%
RYLAND	60.13	27.55	-54.18%
<u>STANDARD PACIFIC</u>	<u>30.52</u>	<u>3.35</u>	<u>-89.02%</u>
<b>AVERAGE</b>	51.80	18.23	-64.81%

## Maricopa County Trip Reduction Program

Everyone is aware of the traffic congestion and air pollution problems facing the Valley. As part of this community, Schuck & Sons support efforts to reduce air pollution and improve our quality of life. We encourage you, whenever possible, to share the ride to work- by carpooling, taking the bus, riding your bike, or if you live near enough, walking to work.

Our company, like hundreds of others in the Valley, is affected by the Maricopa County Trip Reduction Program (TRP). The goal of the program is to reduce drive-alone travel to work. In our effort to comply with the program- and to make commuting less stressful and more convenient for you- we offer a number of commute related incentives. Some of these incentives include:

- Monthly and quarterly prize drawings for new and continuing alternative mode users
- Designated Carpool parking spots
- Bike Rack
- A guaranteed ride home for any employee who uses and alternative mode to get to work in the event of illness or family emergency

Recently, we handed out eight prizes valued at \$25 to \$100 each.

If you are interested in enrolling in the plan and have not done so already, please contact our Transportation Coordinator, Michele Baker at ext. 2301.

Please note, all employees who were enrolled in the program prior to January 1, 2008, must re-enroll.

## Carpool Spots

Please do not park in the designated carpool spots unless you are enrolled in the Trip Reduction Program (TRP). These spots are reserved for registered carpoolers. Non-registered carpoolers that park in these spots are violating our TRP that we have agreed to with Maricopa County. Failure to enforce this rule could result in fines to the company.

*Michele Baker  
Benefits Manager*

## Mission Statement

To be the most honest and ethical trade partner of choice. To provide superior carpentry labor and building components to the residential and commercial construction industry. To foster a work environment that encourages new ideas, new innovations and growth.

## Dewey News

Spring has arrived and we are ready for some nice weather so builders can ramp things up. Winter is always a little slow and we are gearing up for things to get busier again. Dewey would like to welcome two new sales people to our staff. Brent Oakeson and Dave Lund have hit the ground running and we are bidding a lot of potential work. It does take a little time for sales people to get things rolling and I am confident our new additions will make an impact in Dewey.

The market has gotten very competitive; price is a huge factor to builders right now. We have to make sure we are selling the advantages of buying from Schuck. Our customer service is second to none, and our quality is by far better than the competition. In large thanks to the buying group for keeping our standards high while maintaining a competitive price structure. Let's all keep putting one foot in front of the other and making a difference in each of our departments.

*Gary Bruso  
Dewey Manager*

## Schuck Sports News

Schuck's "He Said She Said" played in the Sunday night C/D Co-Ed league. The team struggled this season finishing the league with 1 win and 13 losses. The team had a great time and was able to have fun playing. The biggest accomplishment of the season was Natalie Foster winning the



Golden Glove Award for her outstanding fielding.

*Team: Bill & Chris Wolski, Greg & Natalie Foster, Jill Wozniak, Cruz Franco, Cassie Perez, Ben & Amber Anderson, Ty, Carolyn & Coach Ron Perez.*



Schuck's "Odd Squad" played in the Men's "D" spring 2008 league.

The team finished the regular season with 10 wins & 3 losses making them league Division Champions. It was a tough hard fought battle to the top. With only a 1/2 game lead among 4 teams it came down to the final week. All Schuck needed to do was win out and hope the top team took a loss, which they did. That gave us the 1<sup>st</sup> place trophy.

*Team: Brian Clark, Bill Wolski, Jesse German, Tony Martines, Jason Needler, Cruz Franco, John Petrocelli, Jeff Randall, Miguel Carrasco, Mario Catalanotte, Ray and Coach Ron Perez.*



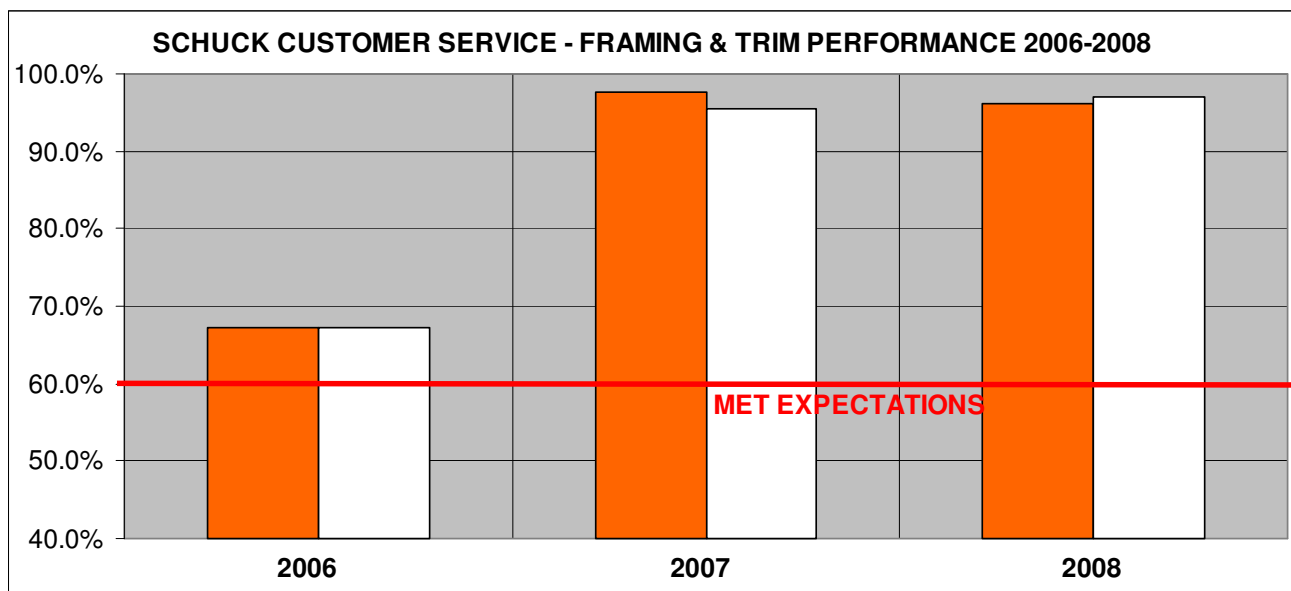
## BACK TO BACK TOURNAMENT CHAMPIONS

**Schuck & Sons  
Construction**  
100%  
Employee Owned

## **Schuck & Sons Survey Results from 1Q 2008: Framing, Trim, Customer Service and Management/Admin.**

Builder-specific surveys were mailed out last quarter to our current customers seeking responses to questions ranging from the level of service from our carpenters and meeting their needs to the quality of our materials and accuracy of our packages. These are all formal requests for evaluating our company's performance in meeting (external and internal) customers' expectations – our success or failure is based on everyone that's involved in a given process doing all they can to make the end product exceed the customers' expectations.

Thanks to Doug Hassinger for providing the time and energy to send and compile the results, we were able to get great feedback – I've included one of the summary graphs to illustrate this year's results compared to the last two years:



This shows an overall satisfaction level for Customer Service, Framing scored an impressive 96% *“Fortunately there are not a lot of frame issues on this community”*, while Trim Customer Service was one percentage point higher than that at 97% *“Always hits time frames & techs do a great job”*. Trim carpentry – averaged for all respondents – just over 91% *“By far, best trim carpenter I have worked with”*. The Framing division improved three percentage points from 2007, to an 84% overall approval with comments like: *“It is a pleasure working with you”*. As for Management and Admin scored an 85%, with comments like: *“Schuck has been an outstanding business partner for many years and will continue to be in our future.”* Contracts returned in a timely manner had the lowest mark at 72% (60% equals “met expectations”) - all others were in the “above average” category. A general comment: while our volume is down from the past 1<sup>st</sup> quarters, it would be a mistake to dismiss these results due to slower times. We’re all doing more with less and our customers are spending more time on efficiencies, improving processes and holding trade contractors accountable for our performance to help their bottom line numbers.

There were plenty of thoughtful comments; several complimentary to our field and office personnel (too many to mention here) and where there was constructive criticism, we’ll be following up accordingly. Feedback from all of these surveys will be shared with everyone involved so that performance, measured by our customers, can be used to improve where needed and congratulate where appropriate. Let’s continue to have a focus on a high-level customer satisfaction; the impact on future business depends on it. Congratulations to everyone – we all are the faces of this great organization.

*Jim Tourek,  
VP Customer Relations*

## Residential Material

With over 70 tracts under contract, the Estimating Departments (Rough Material, Truss and Trim) has gone back to make sure the estimated base and option materials are as accurate as possible prior to shipping. The objective of course is to help make the field as productive and efficient as we can from the estimating side. We have also setup a process with the superintendents to have the walk take-offs input / modified as soon as possible so when a start is received the field gets what it needs. However we also need input from the field. So please get with your Superintendent to discuss any material issues that may arise so they can be researched and resolved. I believe with the hard work completed up front, we will be in a great position when the number of starts increases.

In the market today and as tight as the margins are, we all need to be as proactive and efficient as possible. One way is to have open communication line between the field and office. So let your Superintendent know your challenges!

*Matt Daoust*  
Chief Estimator

### Schuck Hotline

We have set up a hotline for our shareholders (Employees) to use to report any violatons of company policies outlined in the employee handbook. The email address is hotline@schuckaz.com. Any email sent to this address will be directly forwarded to one of the board members of Schuck and Sons Construction.

## Meet your Board Members: Tony Carollo

### CAREER OVERVIEW/ACCOMPLISHMENTS

- Chairman of the Board (non-executive) of SpectraLink Corporation, a \$160 million worldwide telecommunications company in the Wi-fi marketplace. Board member since 1998 and Chairman since April 2004. Company sold in March 2007 to Polycom Corp., a Silicon Valley public company
- Chairman and Chief Executive Officer of Syntellect, Inc., a leading provider of enterprise call center software technology. Negotiated and executed the sale of the company to a major corporation. Retained by the acquirer to develop a strategic acquisition plan. Retired from company on December 31, 2002.
- President and Chief Operating Officer of Fujitsu Business Communication Systems (FBCS), a \$200 million organization and a major manufacturer of voice/video networks utilizing switching and ATM technology. FBCS has approximately 1,000 employees in 14 branch sales marketing and supporting end user corporate accounts, with manu-facturing, finance, and administrative facilities in Anaheim, California.
- Vice President of Finance and Treasurer of ROLM Corporation. Promoted to Vice President and General Manager of the Business Communications Group, which was established as ROLM's direct sales and service division. The division grew to 6,000 employees and \$900 million in sales. In 1984, ROLM Corporation was acquired by IBM Corporation for \$1.6 billion.
- A Certified Public Accountant and a member of the AICPA, commenced his career with Arthur Andersen & Co.
- Serves on the Board of Directors of Schuck & Sons (an ESOP in the Arizona construction marketplace). Regent Emeritus of Bellarmine College Prep in San Jose, California, Brophy Prep in Phoenix Arizona, and the University Santa Clara.
- MBA, Finance, UCLA, and BS Commerce, University of Santa Clara.
- Resides in Paradise Valley, Arizona with his wife, Debbie.

## Managing Your Benefits

### Claim Issues

When you have a question about the way that a claim was processed or don't understand your Explanation of Benefits (EOB) or provider bill, your first contact should be Allied Benefits. Their phone number is 800-288-2078. Please make note of the name of the person you talk to and date you called. If they are unable to help you, please contact Michele Baker in Human Resources, at Ext. 2301.

### Urgent Care vs. Emergency Room

Using an Urgent Care Facility, whenever possible, instead of the Emergency Room can save you hundreds of dollars or more. Urgent Care Facilities are located throughout the valley (*see Provider Directory for those who participate in our network*) and are capable of treating non-life threatening emergencies.

The cost of an Urgent Care Facility visit (in-network) is \$20.00. The cost of an Emergency Room visit (in-network) is \$100.00 plus 10% of all charges. In addition, if you have not yet met your plan year deductible, you will be responsible for an additional \$500.00.

### Biggest Loser Phoenix Suns Ticket Winners

Kronos Optimal Health awarded Schuck & Sons with 12 tickets to a Phoenix Suns Game for winning their "Healthiest Company in the Valley" contest. A drawing which included all the participants in the Biggest Loser Program was conducted and the following individuals each won two tickets to the February 22<sup>nd</sup> Suns game:

Carlos Morales  
Molly Decker  
Brian Clark  
Bertha Ceballos  
Dan Bradshaw

In addition, two tickets were given to Jill Wozniak, in appreciation for sharing the contest idea that made these tickets possible.

*Michele Baker*  
Benefits Coordinator

## Quality Assurance Program Update

Quarterly QA reports for framing, trim, yard operations and Integrated Stucco have been sent to the NAHB Research Center for the first quarter of 2008. This is a requirement to maintain our NHQ certification.

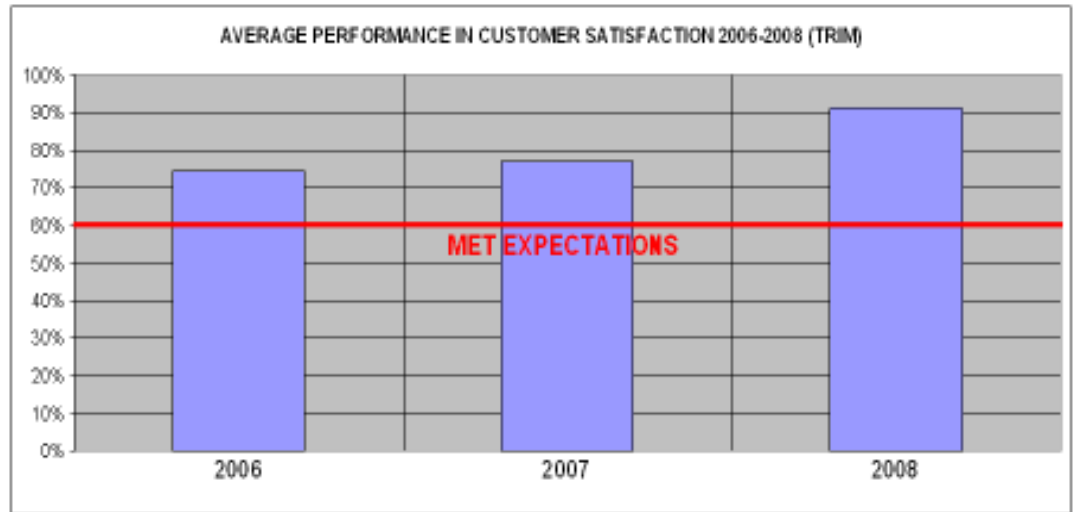
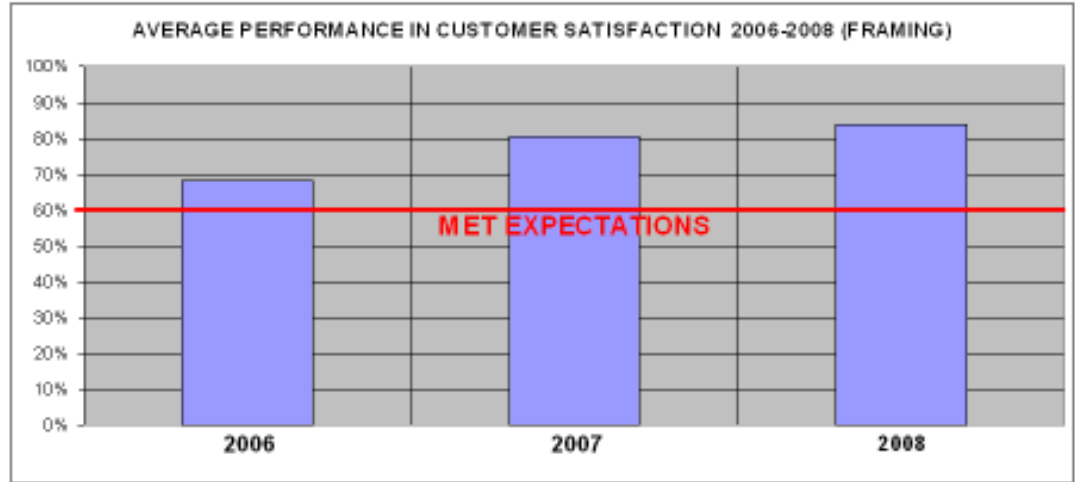
The annual framing & trim customer surveys have been completed. We survey our customers each year to see their input on our performance and note any areas where there is a need for improvement.

Our performance as viewed through our customer's eyes is very important to us. Please note the charts below showing our performance which is very impressive over the past 3 years.

Good customer satisfaction is a key indicator of our continued process improvement in quality. All of you contribute to this in one way or another. With the current economic situation, improvement in quality should be and is evident.

**Aristotle said, "Quality is not an act. It is a habit."**

*Doug Hassinger,  
Quality Representative  
Schuck & Sons/Integrated  
Stucco*





**CERTIFIED TRADE CONTRACTOR**

This contractor has been certified as complying with a quality assurance program through periodic reviews by the NAHB Research Center, Inc. This certification is not a representation, warranty, or guarantee of contractor performance. For warranty details, consult the contractor.

## Lumber Yard News

It's that time of the year when our business would be picking up. With the downturn of the economy and especially the housing industry probably bottomed out and will continue to see this up and down as far as starts are concerned. We have picked up many new tracts and have already begun to build them. Let's do everything we can to be productive and also to do our part in the quality of our end products.

It will be imperative that all of us continue to multi-task and help your fellow employees in a job that you may not normally do. That's the way it will be for all of us to meet the bottom line. You have to look at the bigger picture, the survival and future of your company.

Things are tough when business is down, insurances were cut and a multitude of other things were eliminated or adjusted. We all had it good when work was abundant. Overtime was plentiful and waste was prevalent so now more than ever we need to buckle it up, tighten our chin straps and work for the good of the company to get it done!

*Dan Rogers  
Lumber Yard Foreman*

## Softball News from Integrated Stucco

Integrated Stucco's softball team Los Pistoleros had an outstanding season. We had a perfect regular season 14 & 0. This was a great success for the team considering we struggled the prior two seasons. This was our 3<sup>rd</sup> season working together as a team and we achieved our goal of a perfect season. However this was a bitter-sweet season for us. We won the first 3 tournament games and lost the last two, costing us the tournament championship. This simply reminds us that there is always room for improvement. I'd like to thank everyone on the team, which includes Molly Decker, Brian Clark, Jesse German, Tony Martinez, Shamra Martinez, Stacey Trevino, Mario Ventura, Cassie Creswell and Matt Miller. I would also like to thank all the family members and friends that came out and supported us, including the support from our team of co-workers here. Integrated Stucco's Los Pistoleros will be moving up from the C/D league to the B/C league next season. We are looking forward to the challenge and working our way up to a perfect season in that league as well.

*Cindy Luna  
Integrated Stucco*

**Think Safety....  
It saves us all  
money**



## Schuck 23<sup>rd</sup> Annual Fishing Tournament

The 23<sup>rd</sup> Annual Schuck Fishing Tournament is now behind us and again we had a successful event. The event kicked off Friday afternoon 4/25/08 at 4:00pm with the registration and shirt sale with proceeds going for the scholarship funds, 50/50 raffle with the half the proceeds donated to the Kent Schuck Scholarship program, 7:00pm the Calcutta kicked off and Mike Cook and wife Vicki did another great job as auctioneer and banker. It was followed by a little gambling activity at the craps table until the generator ran out of gas and whoever had any money left at that time stumbled off to bed, Saturday morning the live well check started at 05:00 and the start of the tournament was under way as the boats were launched and headed around the lake to their favorite fishing spots. By 4:00 pm the Barbeque was under way cooking hamburgers and hot dogs for dinner and 9 out of the 30 teams entered had weighed fish and were on the scoreboard. After dinner most of the teams were back on the lake fishing and the weather up until then was great. However, late Saturday evening the winds arrived and at times blew very hard sending most of the fisherman back to their camps. The wind howled all night and into Sunday afternoon. The final weigh-in was at 10:00 am Sunday morning and the tournament was over. The final ceremony and awards were at 11:00am, and shortly after that, all the door prizes were given out. The results of the tournament are as follows.

1 <sup>st</sup> Place	8.16	Mark Sailer / Rick Garrison
2 <sup>nd</sup> Place	7.52	James Powell / Dan Szary
3 <sup>rd</sup> Place	7.50	Mike Hughbanks / Chris Fercec
4 <sup>th</sup> Place	6.76	Lenny Jurewicz / Stan Jurewicz
5 <sup>th</sup> Place	6.06	Roy Brooks / Scott Dunkle
6 <sup>th</sup> Place	6.03	Mike Oakeson / Tom McDowell

1 <sup>st</sup> Big Bass	5.22	Hughbanks / Fercec
2 <sup>nd</sup> Big Bass	5.15	Sailer / Garrison

I would like to thank Craig Steele for allowing this event to take place each year, also Mike and Vicki Cook, Frank Serpa, Butch Taylor, Lenny Jurewicz and family, Kyle Daugherty, Cindy Luna, Jill Wozniak, Edie Hulseley, Molly Decker and Frank Edgar for their continued help each year making this event a success.

**Hope to see you all again next year,**

*Rick Garrison*

## Integrated Stucco News

We have been keeping our team of estimators busy with take off's for residential and commercial work, several of which are apartment & condominium projects. Integrated Stucco has recently met the insurance requirements to perform EIFS work (Exterior Insulation and Finish System). This opens up new possibilities of commercial work for us. The estimating department is averaging 5 to 10 proposals a week for the commercial projects. We currently have over 35 commercial projects that we have submitted bids for and have not been awarded to anyone as of yet. These have been bid competitively and there is a good possibility that we could be awarded any of these. We are also establishing relationships with commercial builders such as A.R. Mays, Gray Development, Trillium Development and PFG Construction to name a few. We are on the right track and as long we keep focused on our goals and do what is required to reach these goals. With all of us working together, we will see another successful year at Integrated Stucco. So far this year we are ahead of our budget and have managed to maintain a level of work for our lath and stucco crews.

*Cindy Luna  
Integrated Stucco*

## News from Tucson

This month has been a busy time for the crews working out at Madera Highlands, it seems that sales are picking up in that area. We are now working on Village 1 with 8 new homes.

We began framing in the new Saddlebrook Ranch area early in May.

The trim department is also very busy with the Opus project which is now underway full swing.

*Elissa Craig  
Tucson Admin*

## Schuck Night at Chase Field



This year we are organizing another Schuck Night at the Ball Park. We will be going to the Friday, August 8<sup>th</sup> game against the Atlanta Braves. The game starts at 6:40 and tickets are \$18 each. All family members and friends are invited. Ticket money will need to be collected by July 25<sup>th</sup> to secure your seat with the Schuck Group. Contact Mike Cook if you are interested in attending. Mike can be reached at 623-931-3661 ext 2222 or by email [mike.cook@schuckaz.com](mailto:mike.cook@schuckaz.com).

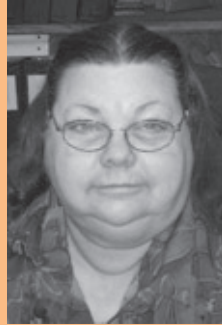


### ***Vision Statement***

To be established as a national manufacturer and supplier of building components and an employer of choice through our use of leading edge technology, our dedication to superior value-added service and our commitment to creating exceptional shareholder value.

## Employee Profiles

**Full Name:** Edith Hulsey  
**Title:** Accounting Manager  
**Residence:** Tolleson, AZ  
**Hometown:** Carnegie, OK  
**Years working at Schuck:** 30+



**Give a brief description of your duties:** Supervise A/P, P/R and Receptionist  
 Other duties as assigned

**What is your favorite food and drink?** Green beef chimichunga with sour cream & guacamole Raspberry ice tea, On New Years and Ladies Trips - Salty Dog (grapefruit juice & vodka with rim of glass salted)

**What are some of your hobbies?** Gardening, collecting music boxes and antique shopping

**Do you have any pets?** Without counting the grandkids we have 1-horse, 2-geese, 3-dogs, 4-cats (cat just had 3 new kittens), 8-chickens

**Name a favorite show or movie:** "Jane Ayer" (old movie), A more recent one is the "Illusionist"

**What are some of your pet peeves?** Things that do not get returned to their proper place and Broken promises

**Give three words to describe you:** Loyal, predictable, patient

**What is your favorite sport or team?** Basket Ball – Phoenix Suns and High school football - Tolleson

**When you were a child, what did you want to be when you grew up?** Engineer - design airplanes

**Who was one of your role models in life?** My Aunt Sue – she was very loving, understanding and respectful of all people including children.

**What is the most amazing place you've ever been?** Canada, New York City, New Orleans, Grand Canyon, Actually every place I get to see for the first time.

**Full Name:** Emerson (Whitey) Selby  
**Title:** Commercial Lumber Estimator  
**Residence:** Phoenix  
**Hometown:** Colorado Springs Colorado  
**Years working at Schuck:** 15



**Give a brief description of your duties:** Axapta Engineering, Inventory Item Numbers, Estimate Material

**What is your favorite food and drink?** Pizza, Diet Coke

**What are some of your hobbies?** Fly Fishing, Woodworking, Golf

**Do you have any pets?** Many Cats

**Name a favorite show or movie.** Grand Prix

**What are some of your pet peeves?** People Who Aren't Accountable

**Give three words to describe you.** Loyal, Hardworking, Dedicated

**What is your favorite sport or team?** Hockey

**When you were a child, what did you want to be when you grew up?** A Pilot

**Who was one of your role models in life?** My Gymnastics Coach

**What is the most amazing place you've ever been?** Manila, Phillipines